

**DEPARTMENT OF PERSONNEL ADMINISTRATION
SUMMARY OF COLLECTIVE BARGAINING AGREEMENT
FOR BARGAINING UNIT 2**

**Exclusive Employee Representative:
California Attorneys, Administrative Law Judges and Hearing Officers
In State Employment (CASE)**

Number of Employees: Approximately 3,300 full-time equivalents

I. Retirement

Benefit Formula Calculation

- Bargaining Unit 2 (BU2) Miscellaneous and Industrial First Tier retirement members, first employed by the state on or after January 15, 2011, will be subject to the Pre-SB 400 Retirement Formula of 2% at age 60 (from current 2% at 55).
- BU 2 State Safety retirement members, first employed by the state on or after January 15, 2011, will be subject to the Pre-SB 400 Retirement Formula of 2% at age 55 (from current 2.5% at 55).

Employee Pension Contribution

- Effective the pay period following legislative ratification, current BU 2 Miscellaneous and Industrial members in the First Tier retirement category shall have their contribution increased from 6% to 9% of monthly compensation over \$513.
- Effective the pay period following legislative ratification, current BU 2 State Safety retirement members shall have their contribution increased from 7% to 10% of monthly compensation over \$317.

II. Compensation

Adjusted Pay Ranges

- Effective July 1, 2013 all BU 2 represented classifications shall be adjusted by increasing the maximum step of the pay range by 4%. This only applies to BU 2 employees who reach the top step of the pay range.

Personal Leave Program (PLP 2010)

- Effective the pay period following legislative ratification, the Personal Leave Program (PLP 2010) will apply to BU 2 employees. This program reduces pay by approximately 5% and the leave cannot be cashed-out. This program shall remain in effect for 12 months.
- The State will not implement a new furlough program for BU 2 employees during the twelve full months that the Personal Leave Program is in effect.

III. Health Benefits

Employer Contribution

- Effective the pay period following legislative ratification, the State's monthly contribution to the health insurance portion of the BU 2 employee's CoBen¹ allowance will be set at a dollar amount that equals the 80/80 formula², resulting in the following CoBen allowance amounts: \$482 for employee only, \$946 for employee plus one dependent, and \$1,241 for employee plus two or more dependents. The amounts shall be increased according to the 80/80 formula on January 1, 2012, and January 1, 2013.

IV. Miscellaneous

- The State and CASE agree to present to the Legislature, as part of the legislation implementing this Memorandum of Understanding (MOU), a provision to appropriate funds to cover the economic terms of this agreement through July 1, 2013.
- The State and CASE agree to delete Lincoln's Birthday and Columbus Day as recognized holidays.
- Each BU 2 employee will receive 1.73 hours per month in leave credit (equivalent to 1% of gross salary per year) through June 30, 2013.
- BU 2 employees at the State Compensation Insurance Fund are exempted from the Personal Leave Program for the term of the agreement.
- BU 2 employees shall receive two days per fiscal year for professional/ personal development activities. The days cannot be accumulated and do not have a cash value. These activities shall be at the employees' expense and must be used within the fiscal year they are granted. The days are in addition to the three professional development days continued from the prior BU 2 MOU.

¹ CoBen, or Consolidated Benefits, is the State's combined contribution toward the employee's health, dental, and vision coverage.

² Under this formula, the employer contribution for single-party coverage is 80 percent of that year's weighted average premium of the four plans with the highest employee enrollment (80 percent for dependent coverage).

- If another bargaining unit currently without a contract enters into an agreement that does not have pension reform and provides a greater value than that provided to BU 2, CASE may reopen related economic provisions of its MOU and meet and confer to discuss the similar or equivalent increases to be provided to CASE.

V. Duration

- April 1, 2011 through July 1, 2013

VI. Fiscal

- FY 10/11 Savings: \$34.4 million (GF=\$9.4. million and OF = \$25.0 million)
- Total Savings: \$29.5 million (GF = \$8.7 million and OF = \$20.8 million)

VII. Agreement

- The complete Tentative Agreement between the State and CASE is posted at:

<http://www.dpa.ca.gov/bargaining/contracts/index.htm>